

JOB DESCRIPTION

JOB TITLE	Senior Advisor for Sustainable Water Infrastructure
LOCATION	Libreville, Gabon (preferred); Nairobi, Kenya; or Lusaka, Zambia
JOB FAMILY	Conservation
JOB NUMBER	200069, Global Strategies Program Advisor
SALARY GRADE	8
STATUS	Salaried, 2 year position with probable extension



Many of the last remaining intact freshwater systems in the tropical world are in Africa - from the intact and wild Ogooué River in Gabon to the deep and spectacular lakes of the Rift Valley. Ecosystem services such as fish protein, clean water, and floodplain productivity that intact ecosystems provide act as life support for many poor, rural communities dependent upon them. Economies of sub-Saharan Africa are also growing rapidly, and ecological systems and services are likely to be significantly stressed in the coming decades, also resulting in impacts to rural communities. The world is on track to build nearly as much hydropower in the next 30 years as in the previous century, and much of this growth will take place in Africa. With a rapidly urbanizing population that's set to double in the next 40 years, demand for energy will soar. And because less than 10 percent of the continent's hydropower potential has been tapped, free-flowing rivers are eyed as a key low-carbon energy solution.

SUMMARY

The Nature Conservancy's Africa Region seeks a Senior Advisor for Sustainable Water Infrastructure to lead development and implementation of a key global strategy at The Nature Conservancy (TNC), *Saving the Last Great Rivers*. This global strategy focuses on the fact that thousands of dams are currently proposed across Africa, with urgently-needed energy and water services as a promise for the future. But if these dams are not planned well, they will have dramatic negative impacts on the continent's rivers—and the people and ecosystems that depend on them. At least 35 million rural Africans depend on fish harvested from rivers; poor site selection, design, and management of dams could inflict a heavy toll on this source of food and income. The Nature Conservancy's core approach to this challenge is proactive river basin planning leading to dam siting and operations that balance human needs with the needs of healthy, functioning ecosystems. In addition, for existing dams and diversions, these sustainability goals can often be achieved through design and operation solutions. The Senior Advisor for Sustainable Water Infrastructure will lead a strategic planning process that assesses and prioritizes river conservation investments in relation to dam development (particularly hydropower) across Sub-Saharan Africa, help build a program on sustainable water infrastructure, and guide its implementation. The position will also expand TNC's scientific and policy capacity, with an immediate focus on a continental analysis for influencing hydropower development. Another key area of focus will be ensuring that TNC can inform Gabon's water infrastructure development decisions to meet the country's sustainability goals. Finally, the position will network and provide support to selected governments, private sector companies, civil society groups, and TNC project in sustainable water infrastructure development with a focus on hydropower.

ESSENTIAL FUNCTIONS

The Senior Advisor for Sustainable Water Infrastructure helps manage priority projects in Gabon and across selected countries in Sub-Saharan Africa, serving as a technical resource for the *Saving the Last Great Rivers* strategy. S/he serves as a key liaison and informational contact between TNC Africa staff and the Global Freshwater Team, as well as external actors, including government agencies, corporations, NGOs and other groups as applicable. S/he assesses corporate practices, governmental policies and decisions, or the practices or views of other stakeholders concerning major water infrastructure investment in Africa and its potential impact on organizational conservation goals. S/he works with TNC staff and partners in Gabon to advance planning at the national and site scale for sustainable water infrastructure outcomes. S/he advises TNC communications, marketing, external affairs, and philanthropy staff on issues related to sustainable water infrastructure and related issues and helps ensure that TNC's internal and external communications accurately reflect the strategy and conservation goals.

RESPONSIBILITIES & SCOPE

- Conducts, coordinates, and manages research and analysis on sustainable water infrastructure technical and policy solutions, with a focus on hydropower.
- Leads and assists in developing reports, presentations and assessments on sustainable water infrastructure options, with a particular focus on Gabon.
- Assists in capacity building, including developing materials and coordinating international learning exchanges, trainings, and conferences.
- Serves as a team leader for sustainable water infrastructure efforts in Africa; requiring cooperation from team over whom there is no direct supervisory authority.
- Works within a budget to complete projects, negotiates and contracts with vendors and assists with budget development.
- Assists in fundraising.
- Requires significant travel across African countries and occasionally to the United States and other countries.

MINIMUM QUALIFICATIONS

- Bachelor's degree in political science, public policy, international relations, international development, social science, natural science, ecology, engineering or related field and at least 5 years related experience, or equivalent combination.
- Experience in research, critical analysis, and evaluating information from divergent sources and compiling it into cohesive reports.
- Experience writing and editing promotional and informational material.
- Experience presenting to and/or communicating with government officials, community or business leaders, program leadership and/or similar audiences.
- Excellent time management skills.
- Fluency in English and excellent French speaking skills.

**PREFERRED
KNOWLEDGE,
SKILLS &
EXPERIENCE**

- Master's degree and at least 3 years related experience.
- Critical analytical thinking and excellent English writing skills are essential.
- Fluency in speaking, reading and writing in French.
- Deep knowledge of the issues involved in dam and water infrastructure development in relation to conservation.
- Knowledge of water infrastructure financing institutions and dynamics.
- Familiarity and knowledge related to business, governmental, and/or environmental policy and practices pertaining to water infrastructure development.
- Project management experience.
- Ability to sensitively advise other staff on how to effectively engage with internal and external parties.
- Ability to develop and drive new ideas and approaches.
- Ability to work in a multicultural and multidisciplinary context.
- Ability to work well in a highly matrixed, decentralized and collaborative organization.
- Possesses strong interpersonal skills and political savvy. Must be a team player.
- Ability to work in a fast-paced environment and meet time sensitive deadlines.
- NGO and/or corporate relations experience a strong plus.
- Ability to use Geographic Information System (GIS) data.

**ORGANIZATIONAL
COMPETENCIES**

Accountability for Outcomes	Pushes for excellence. Establishes challenging goals for self and others to drive performance in support of the Conservancy's mission. Rewards behavior that achieves these standards and is aligned with the organization's mission/ values. Takes action to address performance problems in a timely and appropriate manner.
Builds Organizational Capability	Builds or adapts organizational structures to accomplish the mission and to improve performance. This includes reorganizing organizational systems, structures, processes, procedures, communication channels or reporting relationships. With the Conservancy's strategic filter in mind, determines who can contribute, gets the right people involved, and builds bench strength for the future.
Collaboration & Teamwork	Shows a willingness to put the needs and goals of a global organization before personal/local/departmental needs. Works with others across organizational boundaries. Makes decisions, sets priorities, and allocates resources to help the organization as a whole achieve results.
Communications	Effectively expresses messages verbally and in writing. Actively listens to others. Fosters open exchange of issues. Is timely with information.
Courage & Decisiveness	Makes decisions and stands by them. Makes timely decisions even under pressure and when lacking complete information. Has the courage to modify decisions and admit why and how they were wrong.
Flexibility & Innovation	Flexible to changing circumstances. Takes innovative approaches towards work. Takes calculated risks and makes dependable decisions in the face of uncertainty.
Influences for Results	Achieves results by persuading, convincing, or influencing others. Adapts approach to the individual or group and knows how and when to use complex influence strategies. Uses success stories and passion for the mission to generate enthusiasm and support.
Open to Learning	Versatile learner and committed to self-improvement. Employs strengths effectively. Willingly shares knowledge with others. Seeks coaching on areas needing improvement. Adjusts behavior/performance as needed. Views mistakes as learning opportunities.
Organizational Awareness	Understands the basics of our business. Knows how local job relates to the big picture & contributes to the overall strategy. Knows how/why things work inside TNC. Easily moves through internal networks and channels for success.

HOW TO APPLY:

To apply for this position, please submit a resume/CV and cover letter to Africa@tnc.org subject line: SENIOR ADVISOR FOR SUSTAINABLE WATER INFRASTRUCTURE, AFRICA PROGRAM. Applications must be submitted by Friday, May 6th, 2016 to be considered. All applications must be submitted in English.

This description is not designed to be a complete list of all duties and responsibilities required for this job.

The Nature Conservancy is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our conservation mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.